

Employment Training Panel - Trainee Wages

ETP Minimum Wages 2012

STANDARD WAGES				
FOR CALENDAR YEAR 2012 (Table 1)				
(May use health benefits to meet the ETP minimum wage requirement.)				
COUNTIES			NEW HIRE MINIMUM WAGE	RETRAINEE MINIMUM WAGE
•Alameda •Contra Costa •Los Angeles	•Marin •San Francisco •San Mateo	•Santa Clara •Santa Cruz	\$13.09	\$15.70
• Orange			\$13.07	\$15.68
• Sacramento			\$12.72	\$15.26
• San Diego			\$12.55	\$15.06
• Ventura			\$11.91	\$14.39
• All Other Counties			\$11.78	\$14.39

HUA WAGES				
FOR CALENDAR YEAR 2012 (Table 2)				
(May use health benefits to meet the ETP minimum wage requirement.)				
COUNTIES			NEW HIRE WAGE AFTER RETENTION	RETRAINEE WAGE AFTER RETENTION
•Alameda •Contra Costa •Los Angeles	•Marin •San Francisco •San Mateo	•Santa Clara •Santa Cruz	\$9.82	\$11.78
• Orange			\$10.28	\$11.76
• Sacramento			\$9.54	\$11.45
• San Diego			\$9.41	\$11.30
• Ventura			\$8.93	\$10.79
• All Other Counties			\$8.84	\$10.79

Trainees in High Unemployment Area (HUA): training projects funded under [UI Code](#), Section 10201.5 must meet the minimum wage standards as shown in [Table 1](#). (Unless they are approved for a wage waiver by the Panel as identified below, in which case they may meet the wage requirements in [Table 2](#) below).

- **For HUA new-hires:** On a case-by-case basis, the ETP minimum wage requirement may be waived up to 25% below the ETP minimum, after training and employment retention, as long as it meets or exceeds the Federal and State minimum wage requirements. No post-retention wage increase is required.
- **For HUA retrainees:** On a case-by-case basis, the Panel may waive the minimum wage requirements for trainees after training and retention up to 25% below the ETP minimum wage requirement. However, trainee's post-retention wage must be higher than the wage at the start of training -except in cases precluded by existing collective bargaining agreement.

SET WAGES FOR CALENDAR YEAR 2012 (Table 3)	
TERM BEGINNING DATE Jan. 1, 2012 – Dec. 31, 2012	SET MINIMUM WAGE
Frontline Workers Earning at Least the State Average Hourly Wage	\$26.17
Frontline Workers with Multiple Barriers to Full-Time Employment	See Table 1
Frontline Workers in High Unemployment Areas	See Table 1 or Table 2 ETP standard minimum wage may be waived for HUA retrainees , if post-retention wage exceeds the wage at start of training. ETP standard minimum wage for HUA new hires may be waived up to 25%, on a case-by-case basis - no post-retention wage increase requirement.
Frontline Workers Small Business Owners	No wage requirement
Seasonal Worker Training	ETP standard minimum wage may be waived for seasonal worker" retrainees only, if post-retention wage is higher than wage at the start of training.
Frontline Workers in Critical Proposal or Priority Industry	\$19.63 Trainees may earn up to 25% below the State average hourly wage. Health benefits may be used to meet this modified wage requirement. Workers must work in a priority industry sector or be funded for training under a Critical Proposal. This wage modification will be determined on a case-by-case basis.

For Projects funded under [UI Code](#), Section 10214.5:

(As provided below, the dollar value of health benefits voluntarily paid for by an employer for a trainee may be used to calculate wages for SET.)

- **Frontline Workers Earning at Least the State Average Hourly Wage:** SET Frontline workers must earn wages at least equal to the state average hourly wage. May use health benefits to meet minimum wage requirement.
- **Multiple Barriers:** For SET frontline workers with multiple barriers to full-time employment, the standard ETP minimum wages apply (See [Table 1](#)). May use health benefits to meet minimum wage requirement.
- **High Unemployment Areas:** For SET frontline workers in areas of high unemployment, the standard ETP minimum wages on [Table 1](#) apply. However, the ETP minimum wage requirement may be waived for HUA trainees – see [Table 2](#).
- **Small Business Owners:** For SET Small Business Owners, there is no wage requirement.
- **Seasonal Industry Training:** For SET frontline workers in seasonal industry training projects funded under [UI Code](#), Section 10214.5(d), effective January 1, 2007, the standard ETP retrainee minimum wages apply. However, on a case-by-case basis, the Panel may waive the minimum wage requirements for these trainees at the start of training (up to 25% below the ETP minimum wage requirement). The trainee's post retention wage must be higher than the wage at the start of training – except in cases precluded by existing collective bargaining agreement.
- **Critical Proposal or Priority Industry:** Trainees may earn up to 25% below the State average hourly wage. Health benefits may be used to meet this modified wage requirement. Workers must work in a priority industry sector or be funded for training under a Critical Proposal. This wage modification will be determined on a case-by-case basis (See [Table 3](#)).